No FEAR Act

Equal Employment Opportunity Data

Fiscal Year 2018, Second Quarter

U.S. Customs and Border Protection

Office of the Commissioner

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Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: CBP

For 1st Quarter 2018 for period ending March 31, 2018

1. Complaint Activity

Total	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Number of Complaints Filed	245	220	235	310	268	221
Number of Complainants	229	207	226	296	262	217
Repeat Filers	16	10	9	14	5	4

2. Complaints by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not be equal to the total complaints filed.

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	66	63	59	67	65	38
Color	13	15	14	21	17	10
Religion	9	11	11	9	10	8
Reprisal	106	110	109	138	128	79
Sex	76	65	75	100	88	51
PDA	1	2	6	4	6	1
National Origin	44	50	49	77	57	69
Equal Pay Act	1	0	0	0	2	0
Age	71	47	82	80	66	45
Disability	38	48	55	88	59	40
Genetics	2	2	0	2	1	0
Non-EEO	7	7	15	18	16	13

3. Complaints by Issue

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not be equal to the total complaints filed.

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	9	9	12	10	15	11
Assignment of Duties	26	32	25	51	46	85
Awards	3	4	8	9	8	5
Conversion to Full Time/Perm Status	0	0	0	1	0	0
Discipline: Demotion	0	1	1	0	1	4
Discipline: Reprimand	18	14	7	5	25	7
Discipline: Suspension	12	14	11	17	15	5
Discipline: Removal	0	1	2	4	3	0
Duty Hours	5	2	4	8	2	5
Perf. Eval./Appraisal	6	2	6	5	10	4
Examination/Test	4	2	2	2	2	4
Harassment: Non-Sexual	88	103	93	151	125	65
Harassment: Sexual	10	11	14	7	13	8
Medical Examination	3	6	6	9	5	5
Pay Including Overtime	10	15	7	7	15	6
Promotion/Non-Selection	46	41	48	66	62	29
Reassignment: Denied	12	8	13	11	3	5
Reassignment: Directed	5	6	2	3	4	5
Reasonable Accommodation Disability	10	13	7	21	18	9
Reinstatement	0	2	3	1	0	2
Religious Accommodation	0	0	0	3	2	2
Retirement	1	3	1	1	0	1
Sex-Stereotyping	0	0	0	1	0	0
Telework	0	0	0	3	1	1
Termination	5	8	12	11	11	11
Terms/Conditions of Employment	15	13	14	16	18	7
Time and Attendance	8	8	11	22	20	5
Training	8	5	2	9	14	3

4. Processing Time

a. Complaints Pending During Fiscal Year

Processing Time	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Average Number of Days in Investigation	163.12	189.43	166.12	181.06	228.10	228.33
Average Number of Days in Final Action	86.51	51.45	48.72	62.79	99.28	124.12

b. Complaints Pending During Fiscal Year Where Hearing was Requested

Processing Time	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Average Number of Days in Investigation	160.28	191.69	168.19	182.78	223.08	226.73
Average Number of Days in Final Action	25.00	26.55	37.35	50.85	64.64	49.24

c. Complaints Pending During Fiscal Year Where Hearing was Not Requested

Processing Time	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Average Number of Days in Investigation	175.46	184.36	160.80	182.69	240.37	235.33
Average Number of Days in Final Action	149.17	103.64	67.58	81.50	146.24	209

5. Complaints Dismissed by the Agency

Complaints Dismissed by Agency	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Total Complaints Dismissed by Agency	32	37	27	23	19	16
Average Days Pending Prior to Dismissal	140	103	78	104	119	135

6. Complaints Withdrawn by Complainants

Complaints Withdrawn by Complainants	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Total Complaints Withdrawn by Complainants	18	27	34	41	27	21

7. Total Final Agency Actions Finding Discrimination

a. Final Agency Actions Finding Discrimination: Breakdown by Number

Total Final Agency Actions Finding Discrimination	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Findings Without Hearing	1	0	0	6	3	0
Findings With Hearing	1	4	1	3	0	0
Total Number of Findings	2	4	1	9	3	0

b. Final Agency Actions Finding Discrimination: Breakdown by Percentage

Total Final Agency Actions Finding Discrimination	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Findings Without Hearing	50%	0%	0%	67%	100%	0%
Findings With Hearing	50%	100%	100%	33%	0%	0%

8. Findings of Discrimination Rendered by Basis

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not be equal to the total complaints filed.

a. Total Number of Findings

1. Basis Breakdown by Number

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0	1	0	2	1	0
Color	0	0	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	1	1	0	5	3	0
Sex	0	2	0	6	2	0
PDA	0	0	0	0	0	0
National Origin	0	2	0	3	1	0
Equal Pay Act	0	0	0	0	0	0
Age	0	2	2	2	2	0
Disability	1	3	0	3	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
Total	2	5	2	8	3	0

2. Basis Breakdown by Percentage

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0%	20%	0%	25%	33%	0%
Color	0%	0%	0%	13%	0%	0%
Religion	0%	0%	0%	0%	0%	0%
Reprisal	50%	20%	0%	63%	100%	0%
Sex	0%	40%	0%	75%	67%	0%
PDA	0%	0%	0%	0%	0%	0%
National Origin	0%	40%	0%	38%	33%	0%
Equal Pay Act	0%	0%	0%	0%	0%	0%
Age	0%	40%	100%	25%	67%	0%
Disability	50%	60%	0%	38%	0%	0%
Genetics	0%	0%	0%	0%	0%	0%
Non-EEO	0%	0%	0%	13%	0%	0%

b. Findings After Hearing

1. Basis Breakdown by Number

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0	1	0	1	0	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	1	1	0	3	0	0
Sex	0	0	0	3	0	0
PDA	0	0	0	0	0	0
National Origin	0	1	0	3	0	0
Equal Pay Act	0	0	0	0	0	0
Age	0	1	1	2	0	0
Disability	0	2	0	1	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0
Total	1	3	1	3	0	0

2. Basis Breakdown by Percentage

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0%	33%	0%	33%	0%	0%
Color	0%	0%	0%	0%	0%	0%
Religion	0%	0%	0%	0%	0%	0%
Reprisal	100%	33%	0%	100%	0%	0%
Sex	0%	0%	0%	100%	0%	0%
PDA	0%	0%	0%	0%	0%	0%
National Origin	0%	33%	0%	100%	0%	0%
Equal Pay Act	0%	0%	0%	0%	0%	0%
Age	0%	33%	100%	67%	0%	0%
Disability	0%	67%	0%	33%	0%	0%
Genetics	0%	0%	0%	0%	0%	0%
Non-EEO	0%	0%	0%	0%	0%	0%

c. Findings Without Hearing

1. Basis Breakdown by Number

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0	0	0	1	1	0
Color	0	0	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	0	0	0	2	3	0
Sex	0	2	0	3	2	0
PDA	0	0	0	0	0	0
National Origin	0	1	0	0	1	0
Equal Pay Act	0	0	0	0	0	0
Age	0	1	1	0	2	0
Disability	1	1	0	2	0	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
Total	1	2	1	5	3	0

2. Basis Breakdown by Percentage

Basis	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Race	0%	0%	0%	20%	33%	0%
Color	0%	0%	0%	20%	0%	0%
Religion	0%	0%	0%	0%	0%	0%
Reprisal	0%	0%	0%	40%	100%	0%
Sex	0%	100%	0%	60%	67%	0%
PDA	0%	0%	0%	0%	0%	0%
National Origin	0%	50%	0%	0%	33%	0%
Equal Pay Act	0%	0%	0%	0%	0%	0%
Age	0%	50%	100%	0%	67%	0%
Disability	100%	50%	0%	40%	0%	0%
Genetics	0%	0%	0%	0%	0%	0%
Non-EEO	0%	0%	0%	20%	0%	0%

9. Findings of Discrimination Rendered by Issue

a. Total Number of Findings by Issue

1. Issue Breakdown by Number

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	2	0	2	2	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0
Discipline: Suspension	0	1	0	0	0	0
Discipline: Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	3	1	2	1	0
Harassment: Sexual	0	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	2	1	2	0	0
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	1	1	0	0	0	0
Reasonable Accommodation Disability	1	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	1	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	0
Time and Attendance	0	1	0	0	0	0
Training	0	0	0	0	0	0
Total	2	5	2	8	3	0

2. Issue Breakdown by Percentage

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0%	0%	0%	0%	0%	0%
Assignment of Duties	0%	40%	0%	25%	67%	0%
Awards	0%	0%	0%	13%	0%	0%
Conversion to Full Time/Perm Status	0%	0%	0%	0%	0%	0%
Discipline: Demotion	0%	0%	0%	0%	0%	0%
Discipline: Reprimand	0%	0%	0%	0%	0%	0%
Discipline: Suspension	0%	20%	0%	0%	0%	0%
Discipline: Removal	0%	0%	0%	0%	0%	0%
Duty Hours	0%	0%	0%	0%	0%	0%
Perf. Eval./Appraisal	0%	0%	0%	0%	0%	0%
Examination/Test	0%	0%	0%	0%	0%	0%
Harassment: Non-Sexual	0%	60%	50%	25%	33%	0%
Harassment: Sexual	0%	0%	0%	25%	0%	0%
Medical Examination	0%	0%	0%	0%	0%	0%
Pay Including Overtime	0%	0%	0%	0%	0%	0%
Promotion/Non-Selection	0%	40%	50%	25%	0%	0%
Reassignment: Denied	0%	0%	0%	0%	0%	0%
Reassignment: Directed	50%	20%	0%	0%	0%	0%
Reasonable Accommodation Disability	50%	0%	0%	13%	0%	0%
Reinstatement	0%	0%	0%	0%	0%	0%
Religious Accommodation	0%	0%	0%	0%	0%	0%
Retirement	0%	0%	0%	0%	0%	0%
Sex-Stereotyping	0%	0%	0%	0%	0%	0%
Telework	0%	0%	0%	0%	0%	0%
Termination	0%	0%	50%	0%	0%	0%
Terms/Conditions of Employment	0%	0%	0%	0%	33%	0%
Time and Attendance	0%	20%	0%	0%	0%	0%
Training	0%	0%	0%	0%	0%	0%

b. Findings After Hearing

1. Issue Breakdown by Number

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	1	0	1	0	0
Awards	0	0	0	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0
Discipline: Suspension	0	1	0	0	0	0
Discipline: Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	3	1	0	0	0
Harassment: Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	1	0	2	0	0
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	1	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	1	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	1	0	0	0	0
Training	0	0	0	0	0	0
Total	1	3	1	3	0	0

2. Issue Breakdown by Percentage

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0%	0%	0%	0%	0%	0%
Assignment of Duties	0%	33%	0%	33%	0%	0%
Awards	0%	0%	0%	33%	0%	0%
Conversion to Full Time/Perm Status	0%	0%	0%	0%	0%	0%
Discipline: Demotion	0%	0%	0%	0%	0%	0%
Discipline: Reprimand	0%	0%	0%	0%	0%	0%
Discipline: Suspension	0%	33%	0%	0%	0%	0%
Discipline: Removal	0%	0%	0%	0%	0%	0%
Duty Hours	0%	0%	0%	0%	0%	0%
Perf. Eval./Appraisal	0%	0%	0%	0%	0%	0%
Examination/Test	0%	0%	0%	0%	0%	0%
Harassment: Non-Sexual	0%	100%	100%	0%	0%	0%
Harassment: Sexual	0%	0%	0%	0%	0%	0%
Medical Examination	0%	0%	0%	0%	0%	0%
Pay Including Overtime	0%	0%	0%	0%	0%	0%
Promotion/Non-Selection	0%	33%	0%	67%	0%	0%
Reassignment: Denied	0%	0%	0%	0%	0%	0%
Reassignment: Directed	100%	0%	0%	0%	0%	0%
Reasonable Accommodation Disability	0%	0%	0%	0%	0%	0%
Reinstatement	0%	0%	0%	0%	0%	0%
Religious Accommodation	0%	0%	0%	0%	0%	0%
Retirement	0%	0%	0%	0%	0%	0%
Sex-Stereotyping	0%	0%	0%	0%	0%	0%
Telework	0%	0%	0%	0%	0%	0%
Termination	0%	0%	100%	0%	0%	0%
Terms/Conditions of Employment	0%	0%	0%	0%	0%	0%
Time and Attendance	0%	33%	0%	0%	0%	0%
Training	0%	0%	0%	0%	0%	0%

c. Findings Without Hearing

1. Issue Breakdown by Number

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	0	1	0	1	2	0
Awards	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Discipline: Demotion	0	0	0	0	0	0
Discipline: Reprimand	0	0	0	0	0	0
Discipline: Suspension	0	0	0	0	0	0
Discipline: Removal	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Harassment: Non-Sexual	0	0	0	2	1	0
Harassment: Sexual	0	0	0	2	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	1	1	0	0	0
Reassignment: Denied	0	0	0	0	0	0
Reassignment: Directed	0	1	0	0	0	0
Reasonable Accommodation Disability	1	0	0	1	0	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	1	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Total	1	2	1	5	3	0

2. Issue Breakdown by Percentage

Issue	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Appointment/Hire	0%	0%	0%	0%	0%	0%
Assignment of Duties	0%	50%	0%	20%	67%	0%
Awards	0%	0%	0%	0%	0%	0%
Conversion to Full Time/Perm Status	0%	0%	0%	0%	0%	0%
Discipline: Demotion	0%	0%	0%	0%	0%	0%
Discipline: Reprimand	0%	0%	0%	0%	0%	0%
Discipline: Suspension	0%	0%	0%	0%	0%	0%
Discipline: Removal	0%	0%	0%	0%	0%	0%
Duty Hours	0%	0%	0%	0%	0%	0%
Perf. Eval./Appraisal	0%	0%	0%	0%	0%	0%
Examination/Test	0%	0%	0%	0%	0%	0%
Harassment: Non-Sexual	0%	0%	0%	40%	33%	0%
Harassment: Sexual	0%	0%	0%	40%	0%	0%
Medical Examination	0%	0%	0%	0%	0%	0%
Pay Including Overtime	0%	0%	0%	0%	0%	0%
Promotion/Non-Selection	0%	50%	100%	0%	0%	0%
Reassignment: Denied	0%	0%	0%	0%	0%	0%
Reassignment: Directed	0%	50%	0%	0%	0%	0%
Reasonable Accommodation Disability	100%	0%	0%	20%	0%	0%
Reinstatement	0%	0%	0%	0%	0%	0%
Religious Accommodation	0%	0%	0%	0%	0%	0%
Retirement	0%	0%	0%	0%	0%	0%
Sex-Stereotyping	0%	0%	0%	0%	0%	0%
Telework	0%	0%	0%	0%	0%	0%
Termination	0%	0%	0%	0%	0%	0%
Terms/Conditions of Employment	0%	0%	0%	0%	33%	0%
Time and Attendance	0%	0%	0%	0%	0%	0%
Training	0%	0%	0%	0%	0%	0%

10. Pending Complaints Filed in Previous Fiscal Years by Status

a. Total Complaints and Complainants

Pending Complaints Filed in Previous Years by Status	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Total Complaints from Previous Fiscal Year	356	210	223	240	330	465
Total Complainants	299	180	188	214	295	406

b. Number of Complaints Pending

Status	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Investigation	1	0	0	0	3	34
ROI Issued, Pending Complainant's Action	0	0	1	0	5	16
Hearing	161	191	210	215	296	361
Final Agency Action	12	18	11	24	19	35
Appeal with EEOC Office of Federal Operations	66	221	55	69	84	107

11. Complaint Investigations

Complaint Investigation	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018 (through 3/31/18)
Pending Complaints Where Investigations Exceed Required Time Frames	5	0	0	0	8	8